

Union Proposal # 1 to City of San Jose – Shift Differential

Premium. Employees who perform work on a scheduled eight (8) hour shift beginning between 11:00 a.m. and 10:59 p.m., inclusive, shall be paid a premium of ten percent (10%) per hour.

Employees who perform work on a scheduled eight (8) hour shift which begins between 11:00 p.m. and 3:59 a.m., inclusive, shall be paid a premium of fifteen percent (15%) per hour.

Continuous Operations. In continuous operations, when an employee's shift is extended by additional hours either before or after his/her normal shift, overtime compensation shall be based on the rate for the shift that was extended or actually worked, whichever is greater.